

IDENTIFIED SALIENT HUMAN RIGHTS IMPACTS AND ASSESSMENT OF RELATED RISKS

human right	impact	target group	actions	indicators
right to health	product safety	customers; over 1.5 million customer visits per day	assurance of product safety Kesko's Responsibility Programme: Responsible purchasing and sustainable selections	number of samples tested and analysed, number of product safety audits self-control records; Oiva reports (in Finnish and Swedish) Annual Report: responsibility programme monitoring indicators
right to health	shopping safety	customers; over 1.5 million customer visits per day	personnel induction and training design and maintenance of store properties and store furnishings emergency plans safety audits guarding actions	training records number and results of audits monitoring cases of disruptive behaviour
right to health; children's right to special protection Unicef Children's Rights And Business Principles	products and marketing to children (health, safety and control of age- restricted products)	families with children; hundreds of thousands	ICC Code of Advertising and Marketing Communication Practice control of age-restricted products proficiency tests (in Finnish) safety and sustainability of toys, children's clothes and children's accessories	Statements of the Council of Ethics in Advertising (zero tolerance for complaints; in Finnish only) self-control records (K-food stores) number of completed proficiency tests proactive product analyses, selection decisions, number of samples
prohibition of discrimination	non-discrimination at the stores and other customer service contexts	customers	respect for non-discrimination legislation induction, training diversity policy grievance mechanisms statements by the TASY gender equality working group	number of substantiated discrimination cases (zero tolerance) training records diversity projects customer service channels
prohibition of discrimination	accessibility and safety of shopping for disabled people	disabled customers; tens of thousands	respect for non-discrimination legislation design and maintenance of store properties and store furnishings diversity policy	number of substantiated discrimination cases (zero tolerance) diversity projects
right to enjoy equitable and favourable working conditions	<ul style="list-style-type: none"> general working conditions and tools accessibility and safety of work occupational health and wellbeing at work 	Kesko personnel; approx. 23,000 people	HR policy and guidelines labour protection activities work safety assessment	personnel surveys labour protection plans, deviations results of assessments occupational health care costs / employee

			occupational health care and rehabilitation; Let's Talk about Work model induction and training K Code of Conduct Kesko's Responsibility Programme: Working community diversity policy	coverage monitoring induction programmes, training records annual approvals, training Annual Report: responsibility programme monitoring indicators diversity projects
prohibition of discrimination	equal treatment of personnel; diversity	personnel	respect for non-discrimination legislation, labour protection HR policy and guidelines equality, HR and training plan manager training Kesko's Responsibility Programme: Working community diversity policy	Annual Report personnel surveys indicators according to plan, personnel surveys number of manager trainings Annual Report: responsibility programme monitoring indicators diversity projects
right to freedom of association	freedom of association	personnel	HR policy	Personnel representation in companies and at Group level Annual report indicator GRI 407-1: unionisation rate
right to freedom of thought, conscience and religion	diversity freedom of religion	personnel	HR policy statements and policy definitions diversity policy	personnel surveys diversity projects
right to adequate standard of living; right to social security	right to a living wage	personnel	collective labour agreements	wages/salary in accordance with law and/or collective labour agreement
right to the protection against arbitrary interference with family	right to the protection against arbitrary interference with family (e.g. parental leaves)	personnel	respect for the Employment Contracts Act collective labour agreements guidelines to personnel	rights in compliance with law rights in compliance with law and/or collective labour agreement
right to private life	privacy protection; data protection	customers, personnel	data protection policy information security policy customer data protection ethical principles for utilising artificial intelligence	data protection and data security trainings, Annual Report: GRI 418 number of complaints concerning breaches of customer privacy and losses of customer data
right to adequate standard of living	fair purchasing practices; commitment to the principles of good trading practices	suppliers and service providers;	good trading practices Kesko's purchasing principles	Annual Report: number of incidents reported via the SpeakUp channel

		approx. 24,000; hundreds of thousands of people	<p>purchasing agreements</p> <p>amfori BSCI Terms of Implementation</p> <p>Fairtrade cooperation</p> <p>Sustainability policy definitions</p>	<p>Fairtrade Premiums</p> <p>Annual Report: targets achieved</p>
<p>right to freedom of association</p> <p>right to adequate standard of living; right to social security</p> <p>right to enjoy equitable and favourable working conditions; right to health</p> <p>children's right to special protection; right to enjoy equitable and favourable working conditions; right to health</p> <p>Unicef Children's Rights And Business Principles</p> <p>prohibition of slavery and forced labour</p> <p>prohibition of discrimination</p> <p>right to enjoy equitable and favourable working conditions</p> <p>children's right to special protection</p> <p>Unicef Children's Rights And Business Principles</p> <p>right to enjoy equitable and favourable working conditions; right to adequate standard of living; right to social security</p>	<p>amfori BSCI Code of Conduct:</p> <p>freedom of association</p> <p>a living wage</p> <p>occupational health and safety</p> <p>protection of young employees</p> <p>prohibition of forced labour</p> <p>non-discrimination</p> <p>reasonable working hours</p> <p>prohibition of child labour</p> <p>prohibition of unstable employment relationships</p>	<p>sourcing from high-risk countries: first level of the purchasing chain and based on risk assessment, part of the second level;</p> <p>approx. 500 direct suppliers in high-risk countries; tens of thousands of people</p>	<p>Kesko's purchasing principles</p> <p>Principles and Practice of Socially Responsible Trading</p> <p>social responsibility assessments of suppliers in high-risk countries</p> <p>Kesko's Responsibility Programme: Responsible purchasing and sustainable selections</p> <p>Bangladesh Accord</p> <p>CCR CSR</p>	<p>number of trainings in responsible purchasing</p> <p>number of social responsibility trainings for suppliers</p> <p>Number and results of amfori BSCI audits and other social responsibility audits</p> <p>Annual Report: GRI 414 Supplier Social Assessment</p> <p>Annual Report: responsibility programme monitoring indicators</p> <p>factory progress in the Accord process</p>
<p>right to water</p>	<p>right to safe drinking water</p>	<p>purchasing chains; especially operators in significant catchment areas</p>	<p>environmental and energy policy</p> <p>amfori BEPI</p>	<p>number of suppliers in amfori BEPI</p> <p>Annual Report: environmental indicators</p>

			Kesko's Responsibility Programme: Environment Environment water risk assessments	avocado water risk assessment
indirect impact on human rights	environmental responsibility, mitigating climate change	indirect	environmental and energy policy Science Based Targets for emissions amfori BEPI commitment to purchasing 100% renewable energy Kesko's Responsibility Programme: Environment Environment Sustainability policy definitions	SBT reporting number of suppliers in BEPI Renewable Energy Guarantees of Origin Annual Report : responsibility programme monitoring indicators Annual Report: targets achieved
indirect impact on human rights	prevention of corruption	indirect	Kesko's purchasing principles K Code of Conduct internal audit operations grievance mechanisms	Annual Report : GRI 205 number of incidents of corruption annual approvals, training Annual Report: number of incidents reported via the SpeakUp channel